

Exploring the Relationship between Employee Motivation, Perceived Financial Benefits, And Recognition on Employee Retention Intention in ABC Leasing & Finance Company

Nadeeshan, H. A. S.¹ and Silva, G. H. B. A.²

In an era when labor markets are competitive and workplace dynamics are changing, organizations such as ABC Leasing & Finance Company face the challenge of retaining skilled and motivated employees. The purpose of the research is to examine the complex interactions between Employee Motivation, perceived Financial Benefits, and Recognition in affecting employee Retention Intention within the ABC Leasing & Finance Company. Model, and the relationship was tested using a structured questionnaire survey with 22 questions involving 159 respondents of non-executive and executive work category. The findings demonstrate a significant, positive correlation between motivation, finance benefits, recognition, and employee retention intention. The findings further contribute to validating the developed model for future studies and managerial implications have been presented for organizational applications.

Keywords: *Employee Motivation, Perceived Financial Benefits, Recognition, Employee Retention Intention*

¹ Undergraduate, Department of Human Resource Management, Faculty of Commerce and Management Studies, University of Kelaniya, Sri Lanka [sachinnadishan993000@gmail.com]

² Senior Lecturer, Department of Human Resource Management, Faculty of Commerce and Management Studies, University of Kelaniya, Sri Lanka [arjun@kln.ac.lk]